

**Ector County Independent School District
Odessa, Texas**

Memorandum

TO: Board of Trustees

FROM: Hector Mendez, Superintendent of Schools

**SUBJECT: REQUEST FOR FIRST READING AND APPROVAL OF BOARD POLICY:
DEA(LOCAL) COMPENSATION AND BENEFITS
SALARIES AND WAGES**

DATE: June 17, 2008

Due to new IRS rules affecting deferred compensation provisions have been added to DEA(LOCAL) requiring the district to pay all salaried employees over 12 months, regardless of the number of months the employee works.

It is imperative that employees receive adequate notice of the payment arrangement, therefore, we are requesting this be adopted with one reading as outlined in BF(LOCAL).

It is recommended that the Board of Trustees approve this policy as presented.

Respectfully submitted,

Hector Mendez,
Superintendent of Schools

Brian Moersch,
Executive Director
for District Operations